



# **Bilingual, Spanish-Speaking Counselor**

## **Youth and Family Services**

**Long-term, full-time temporary assignment through June 2013  
\$30.18 - \$36.68 per hour + excellent benefits**



**POSITION:** The Human Services Department is seeking a Bilingual, Spanish-Speaking Counselor to work in the Youth and Family Services Division. The Counselor is based in the Youth and Family Services counseling offices at the Fremont Family Resource Center (FRC) and provides relationship-based therapy for families with children zero to eight years old. The program emphasizes a relational treatment modality focused on the child's functioning at home and at school sites. This position could start as part-time and then go to full-time, giving an opportunity for the counselor to transition from an existing job. Work schedule will require evenings and/or weekends. The assignment is expected to begin in late September and is funded through June 30, 2013.

### **EXAMPLES OF DUTIES:**

- Intake assessment which includes developmental screening, assessing social-emotional functioning, parent-child relationships, cultural/language needs and family strengths, and develop treatment plans for Early Periodic Screening, Diagnosis and Treatment (EPSDT) that respond to the families' values and strengths.
- Provide home and office-based infant-parent and child-parent therapy to children and families from varying cultural backgrounds.
- Provide play therapy and family therapy for EPSDT-funded children, ages 0 to 8.
- Travel to varying locations to provide services.
- Clinical record keeping following EPSDT guidelines and attend Quality Chart review meetings.
- Collaborate closely with Family Resource Center case managers, Children's Protective Services workers, pediatricians and other professionals.
- Mental health consultation and training with staff and families at childcare centers.
- Conduct evening parenting classes.
- Attend community meetings, participate in task forces and committees as assigned.
- Attend required agency meetings and professional training.
- Opportunities for licensed clinicians to supervise entry level interns.
- Other duties as assigned by the Youth and Family Services Administrator.

**REQUIREMENTS:** The successful candidate will possess the following:

Knowledge: theories of human behavior and personality development psychology with a special emphasis on infant-parent psychotherapy and early childhood mental health interventions; clinical applications of attachment theory principles; techniques of individual, play, family and group therapy; crisis intervention techniques; clinical diagnosis, development and implementation of comprehensive treatment plans; culturally competent clinical practice; community resources that are culturally and linguistically relevant to families ; laws and regulations governing the treatment of mental health clients.

Abilities: be reflective in providing culturally relevant and strength-based services to families, maintain confidentiality of information; learn, apply and explain complex regulations and policies; establish effective relations with clients from a wide variety of ethnic and socio-economic backgrounds; prepare and present clear, concise verbal and written reports; make referrals to ancillary services that meet cultural and language needs as needed, including FRC Case Managers; communicate and work collaboratively with multicultural staff acknowledging everyone's cultural strengths.

Any combination of education and/or experience that has provided the knowledge, skills, and abilities necessary for satisfactory job performance would be qualifying. A typical way to obtain the required knowledge and skills would be a Master's degree in psychology, social work or related field and two years of progressively responsible experience providing mental health services for children and families.

The following are highly desirable: bilingual fluency in Spanish; knowledge of school-based mental health services; licensed or license eligible candidates; knowledge of early childhood development, attachment theory and early childhood mental health treatment (eg., completing Two-Year Harris Early Childhood Training or similar program); experience with Medi-Cal EPSDT documentation and billing requirements.

**COMPENSATION & BENEFITS:** The hourly rate is \$30.18 - \$36.68 depending on qualifications. Current benefits features include:

- 2.0 % @ 60 public employee retirement (CalPERS) package; five years to vest
- 12.29% employee-paid portion of PERS is tax deferred (7% employee required contribution and 5.29% cost sharing)
- Health Benefit Allowance of \$1,521.95 monthly for employees/dependents that includes medical, dental and vision plans; child care and medical expenses can be paid with pre-tax dollars
- 192 hours of general leave time per year, which may be used for vacation and sick leave
- Thirteen paid holidays, including one floating holiday
- City paid life insurance of \$50,000; supplemental life insurance coverage is optional
- Voluntary Deferred Compensation Plan
- City-paid Long Term disability insurance; voluntary employee-paid Short Term disability insurance

The Counselor position will receive a prorated benefits package based on the number of hours worked.

**APPLICATION INSTRUCTIONS:** To be considered for this position, submit a completed City application, resume and cover letter:

- Through our online application system at [www.fremont.gov/apply](http://www.fremont.gov/apply) or
- To the Human Resources Department at 3300 Capitol Avenue, Building B, Fremont, CA 94538.

A resume and cover letter must be submitted with the completed City application. Applications submitted without a resume and cover letter will not be considered.

The first review of applications is **August 29, 2012**. This position is open until filled and may close without further notice. Interested candidates are encouraged to apply immediately.

**SELECTION PROCESS:** The process will include individual and/or panel interviews, fingerprint check, and reference check. Only those candidates who have the best combination of qualifications in relation to the requirements and duties of the position will continue in the selection process. Meeting the minimum qualifications does not guarantee an invitation to participate in the process.

The City of Fremont is an Equal Opportunity Employer.

Reasonable Accommodation: We will make reasonable efforts in the selection process to accommodate persons with disabilities. Please advise Human Resources of any special needs in advance by calling (510) 494-4660.